

<p align="center">EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT Equal Employment Opportunity Formal Discrimination Complaints U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2004) Reporting Period Beginning: 10/1/03 and Ending: 03/31/04 Posting Date: 4/30/04 Agency: All USDA</p>					
1. The number of complaints filed: 308		2. Number of Filers (The number of individuals filing those complaints): 294		3. Number of Repeat Filers (The number of individuals who filed 2 or more complaints): 10	
4. Number of BASES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various bases of alleged discrimination.)					
BASIS		Number	BASIS		Number
a. RACE	Black	57	e. NATIONAL ORIGIN	Hispanic	16
	White	27		Other	30
	American Indian & Alaskan Native	12	f. DISABILITY	Physical	43
	Asian & Pacific Islander	14		Mental	16
	Other	20		Both	2
b. COLOR		26	g. AGE		79
c. RELIGION		18	h. RETALIATION		121
d. SEX (including Equal Pay Act)	Male	39	i. NON-EEOC REPORTABLE BASES		46
	Female	69			
Total					635
5. Number of ISSUES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various issues of alleged discrimination.)					
ISSUES		Number	ISSUES		Number
a. APPOINTMENT/HIRE		7	j. TRAINING		12
b. ASSIGNMENT OF DUTIES		25	k. TIME & ATTENDANCE		14
c. AWARDS		11	l. TERMINATION		20
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		
e. DISCIPLINARY ACTION		32	n. PAY, INCLUDING OVERTIME		3
Demotion		(3)	o. PROMOTION/NON-SELECTION		97
Reprimand		(5)	p. HARASSMENT		113
Suspension		(15)	Sexual		(11)
Removal			Non-Sexual		(102)
Miscellaneous		(9)	q. REINSTATEMENT		3
f. DUTY HOURS		1	r. RETIREMENT		1
g. EVALUATION/APPRaisal		10	s. TERMS/CONDITIONS OF EMPLOYMENT		16
h. EXAMINATION/TEST			t. REASONABLE ACCOMODATION		15
i. REASSIGNMENT		16	u. OTHER		73
Total					469
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Number of Complaints	Number of Processing Days	Average Number of Processing Days
a. INVESTIGATION			252	94667	376
b. FINAL AGENCY ACTION-WITH EEOC HEARING			100	97383	974
c. FINAL AGENCY ACTION-WITHOUT EEOC HEARING			128	138404	1081
d. DISMISSALS			64	30940	483
e. SETTLEMENT AGREEMENTS			100	61554	616
f. WITHDRAWALS			27	11299	418
7. Final Agency Actions Involving a Finding of Discrimination.			Number of Complaints with a Finding of Discrimination	Percent of Complaints with a Finding of Discrimination	
a. Without an EEOC Administrative Hearing			3	75%	
b. With an EEOC Administrative Hearing			1	25%	
Totals			4	100%	

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8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Complaints with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Complaints without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Complaints	Total Percent of Bases
Race	Black						
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified						
Color							
Religion							
Sex (Including Equal Pay Act)	Male						
	Female	1	50%	4	57%	5	56%
National Origin	Hispanic						
	Other						
Age							
Disability	Physical						
	Mental						
	Both						
Retaliation		1	50%	3	43%	4	44%
Non-EEOC Reportable Complaints							
Total		2	100%	7	100%	9	100%
9. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.)							
		(1 + 2) Total number of pending complaints	(1) Total number of complaints filed in the current fiscal year	(2) Total number of complaints first filed before the start of the current fiscal year	Number of individuals who filed complaints in prior fiscal years		
a. Acceptance/Dismissal		201	114	87	75		
b. Investigation		539	157	382	331		
c. Hearing		477	1	476	350		
d. Final Agency Action		534		534	439		
e. Appeal		405	35	370	363		
f. Totals		2156	307	1849	1558		
g. Number of complaints in abeyance pending resolution of class complaints: 166							
10. Final Agency Actions with a Finding of Discrimination by Issues.		Number of Complaints With an EEOC Hearing	Percent of Complaints With an EEOC Hearing	Number of Complaints Without an EEOC Hearing	Percent of Complaints Without an EEOC Hearing		
Appointment/Hire							
Assignment of Duties							
Awards							
Conversion to Full-Time							

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Equal Employment Opportunity Formal Discrimination Complaints
U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2004)
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Agency: **All USDA**

Disciplinary Action	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous				
Duty Hours					
Evaluation Appraisal		1	50%		
Examination/Test					
Harassment	Sexual			1	25%
	Non-sexual			1	25%
Medical Examination					
Pay, Including Overtime				1	25%
Promotion/Non-Selection					
Reassignment	Denied				
	Directed				
Reasonable Accommodation					
Reinstatement					
Retirement					
Terms/Conditions of Employment				1	25%
Termination					
Training					
Time & Attendance		1	50%		
Other					
Totals		2	100%	4	100%
11. The total number of complaints pending for any length of time in which the agency has not completed its investigation within the time required by 1614.106(e)(2).					
a. Pending complaints received during the current fiscal year: 0					
b. Pending complaints received prior to the current fiscal year: 470					